

CITY OF BEAVERCREEK, OHIO

City Manager



The Community

The City of Beavercreek is the second largest metropolitan suburb of Dayton, Ohio and the largest city in Greene County. Located on the eastern side of the metropolitan area, the City covers 27 square miles. U.S. 35 provides direct access to downtown Dayton and Dayton International Airport from Beavercreek, with I-675 providing convenient access to nearby Cincinnati and Columbus. The City is characterized by a spacious, wooded environment with tracks of undeveloped land and room to grow. Considered to be among the most attractive, vibrant, and desirable locations in the area, this thriving community is one of Dayton's fastest-growing suburbs and offers all the advantages of a small town, with convenient access to the amenities of a major metro area.

Though Beavercreek was originally settled in the 1800s, it wasn't incorporated until January 11, 1980, when it became the City of Beavercreek. The City has experienced continuous economic development and population growth since incorporating, with the population swelling from 31,589 in 1980 to over 45,000 currently. Even with this significant growth, the City has maintained a high level of quality public services for its residents. The City's economic health is based upon a mixture of trends, some identical to those affecting the entire region and some unique to its particular location within the region. In 2015, Beavercreek saw an overall growth in value of non-exempt property of \$75.4 million.

The City is adjacent to Wright-Patterson Air Force Base (WPAFB), which employs over 27,000 military, civilian, and contract employees and represents the largest single site employer in the state. Much of Beavercreek's business developments are tied to the base, with many of its current and retired personnel residing in the community. Many defense contractors continue to locate and expand within the City because of its proximity to the base and the public and private amenities that are available to companies and their employees. The retail, restaurant, and hospitality industries have benefitted from the population increase as a result of the jobs created by this industry, especially in the northern part of the City near I-675. All industries and sectors of the private market have taken notice and have benefitted from each other's success.

In 2015, Beavercreek saw 17 new commercial building applications representing 265,000 square feet of new commercial space. The largest addition of square footage is the Traditions of Beavercreek, a multi-service assisted living facility. Additionally, a large arts and crafts retail establishment, several restaurants, and a handful of smaller projects were completed in 2015, and the City has seen a significant number of businesses moving into existing buildings as well. The redevelopment of older properties has spurred competition between established businesses, which has fueled more growth. Based on Greene County data, the overall economic value of commercially classified property in the City has increased consistently over the last several years, at a rate of about 2.4% annually.





The Community, continued

The City experienced sustained residential property value growth through the recession at a higher rate than the nation as a whole, with the value of residentially classified land in the City averaging \$66,600 per acre in January 2016. Reflecting its fiscally conservative population, Beavercreek is the largest city in the state with no municipal income tax and is primarily funded through voter-approved property tax levies in staggered years. The City has an effective millage rate of 81.04. The estimated median income for Beavercreek is \$78,512 and the estimated median home value is \$173,549.

Beavercreek consistently earns awards and accolades for its livability. The City's high quality of life, economic vitality, diversity, safety, excellent schools, and affordable housing have been lauded by numerous publications over the years. It has been ranked one of the safest cities in Ohio, one of the best cities for Ohio families, and one of the top cities for Veterans. In 2015, Beavercreek was named the "Happiest City in Ohio."

The City prides itself on its family-friendly atmosphere and offers a wide array of amenities for all ages. Residents and visitors enjoy the area's excellent dining and shopping offerings, unique historical points of interest, popular annual cultural events, and exceptional recreational opportunities. The 76-acre Beaver Creek Wetlands Nature Reserve features a 1.26 mile loop trail that leads hikers through habitats of floodplain woodlands, marsh, wet prairies, woodland pools, scrub shrub wetlands, and along Beaver Creek Waterway. The Beavercreek Department of Parks, Recreation and Culture manages over 22 parks that offer adult softball and soccer and a variety of youth sports, including soccer, football, baseball, softball, wrestling, and lacrosse. In addition, the City provides a number of bikeways, multi-use paths, and other facilities, as well as a municipal golf course.

Beavercreek residents have access to additional amenities in nearby Dayton, which is known for its outstanding performing arts community. Convenient access to Interstates 70, 75, 675, and 71 put cultural programs and entertainment in nearby Columbus and Cincinnati within easy distance.

Beavercreek is served by the Beavercreek City School District. The district consists of a high school, two middle schools, six elementary schools, and a preschool center and offers a variety of extra-curricular and co-curricular activities for all students. The district is considered one of the best in the state, and it consistently receives the highest rankings on the Ohio Department of Education's State Report Card. It is one of the few districts in the state to receive grants from Ohio's Straight A Fund for bold, innovative proposals designed to prepare students for college and the demands of the 21st century workplace. The relationship between the City and Public School District is excellent.

Those seeking higher education have many options in the area. The Air Force Institute of Technology, Wright State University, the University of Dayton, Antioch University, Wittenberg University, Central State University, Wilberforce University, Wilmington College, Cedarville College, Clark State Community College, and Sinclair Community College are within easy commuting distance of Beavercreek.

Government & Organization

Beavercreek has a Council-Manager form of government, with a seven-member Council, including the Mayor, elected at-large with rotating terms every four years. The City Manager is hired by and serves at the pleasure of the City Council and assists the Mayor and Council in the development and management of policies established by ordinances and resolutions approved by Council. The City Manager is the chief administrative officer of the City and exercises supervision over its general affairs, department heads, and employees.





Government & Organization, continued

The City government is made up of four departments: Public Administrative Services, Financial Administrative Services, Police, and Planning and Zoning. The City employs approximately 134 full-time employees, 7 part-time employees, and 75 seasonal employees on an annual basis.

City of Beavercreek staff delivers the following services to its citizens:

- Police Protection and Emergency Communications
- Traffic Engineering
- Street Maintenance
- Municipal Planning and Zoning
- Parks and Recreation
- Municipal Public Golf Course

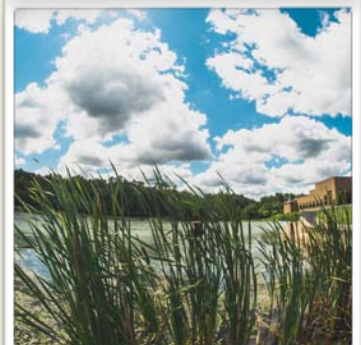
The City also partners with nearby jurisdictions to provide other public services to achieve operational and financial efficiencies. For example, the City receives fire suppression and emergency medical services (EMS) through the Beavercreek Township Fire Department. Beavercreek's FY2016 budget is \$35.3 million.

Ideal Candidate

Following the retirement of the incumbent City Manager who has served the City since 2007, the Council seeks an innovative, creative, and outgoing City Manager who will build upon Beavercreek's current efforts and successes to take the community to the next level. The next City Manager will be a strategic planner who can work closely with Council to help craft and implement the City's vision and utilize best practices in all areas of governance to help Beavercreek achieve its goals. The chosen candidate must have the ability to foster productive, trusting relationships with City department heads and staff, surrounding governments, and community stakeholders in order to promote teamwork and a shared sense of purpose. The successful candidate will be confident and pragmatic, energetic and approachable, and will work as an advocate to protect and highlight quality of life issues in the City.

The ideal candidate will have extensive knowledge and experience in the following areas:

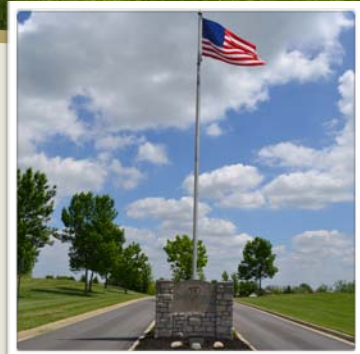
- **Municipal Governance and Leadership:** The next City Manager must possess strong leadership skills and should be able to establish and maintain harmonious working relationships with citizens, City officials, and employees. An open door policy is expected for citizens, Councilors, department heads, and employees to have easy access to the City Manager. The chosen candidate will have a thorough understanding of municipal government organization, procedures, and policy development and will be experienced in the management of City operations, including: budgeting and finance, planning and land use, public safety, emergency management, public works, personnel, and all other City departments and services. Knowledge of Ohio laws and regional regulatory codes related to municipal governance will be necessary in order to be successful in this position.
- **Council Relations:** The City Council is seeking a City Manager who can work effectively with them to facilitate and implement annual goal-setting and strategic planning. The Mayor and Council expect to have open, honest, and direct communication with the City Manager, with ongoing regular communication regarding the needs and affairs of the City and City department activities. The City Manager is expected to provide Council with complete information on policy options for matters requiring a decision in order to allow them to make informed decisions.





Ideal Candidate, continued

- Community Relations:** The City Council is looking for a candidate who can work on the City's behalf and be a highly visible partner with business and community stakeholders and residents. The City Manager will be the City's representative on a variety of local boards, exhibiting strong leadership and continually promoting the City as a destination. The City Manager should have a demonstrated track record of community involvement and will need to be an active participant in the community, encouraging community engagement and fostering a culture of volunteerism. The City Manager needs to be receptive to hearing input and concerns from citizens and committed to following through on solutions, while exercising the highest degree of tact, patience, and professional courtesy in contacts with the public, staff, and all elected and appointed officials to maintain the highest possible standards of public service. As the City Manager will be expected to talk with small and large groups on issues of importance to Beavercreek and communicate with individuals of all educational levels and backgrounds, excellent written and verbal communication skills are essential. The City Manager is often the "face" of the organization, especially during community outreach for local levy elections.
- Collaboration:** Beavercreek's next City Manager will participate in collaborative efforts to facilitate future growth and development for the City and strengthen partnerships throughout the region. One such effort, a consolidated Parks & Recreation operation between the City, Beavercreek Township, and the Beavercreek Township Recreation Authority, has been proposed and the City Manager will likely be involved in working through the potential consolidation of the operations and intergovernmental financing strategies for this project.
- Finance:** The successful candidate will have a demonstrated level of financial acumen and possess a working knowledge of Ohio's budget laws in order to deal creatively with tight revenues and limited resources. The City Manager needs to understand the components of successful economic and business development and should have proven capital planning and budgeting skills. A significant portion of Beavercreek's operating and capital budgets is financed through voter-approved levies. Demonstrated experience with successful levy campaign strategies is strongly desired, as is experience in securing and administering state and federal grants. Given the reliance on property taxes, demonstrated experience in developing a diversified revenue stream for the organization is also desired. The City Manager also acts as the City's purchasing agent and should understand public purchasing and contracting requirements.
- Economic Development:** Knowledge of the principles, methods, and practices of development are essential for this position. An understanding of tax increment financing is also strongly desired. The City Manager acts as the City's business agent in matters relating to public-private partnerships, contracts and franchise agreements.
- Personnel and Human Resources:** The City Manager will provide broad direction and establish goals and objectives for various City department heads as they run their day-to-day operations. The City Manager should be a team leader who can hire the right people and develop a team that works effectively together, organizing projects and providing effective delegation and supervision to make sure budgets and timelines are met. The City Manager serves as the chief negotiator for the City's labor contracts with the Communications Workers of America (CWA) and the Fraternal Order of Police (FOP), and the selected candidate should be knowledgeable in federal and state employment laws and regulations, and have knowledge in collective bargaining practices.





Education & Experience

The selected candidate must hold a bachelor's degree from an accredited college or university in Public Administration, Business Administration, or related field and must have at least 7 years' progressively responsible experience in a similarly sized municipal government. Progressive management responsibilities would ideally include positions such as City Manager/Administrator, Assistant City Manager, Finance Director, Community Development Director, or other department head or equivalent. Any satisfactory combination of practical experience—beyond that required for initial qualification—and education will be considered if the candidate demonstrates the ability to satisfactorily perform job functions. A master's degree and chief administrative officer level municipal experience are preferred qualifications.

Residency within the City is preferred if the candidate is relocating to take the position.

Compensation & Benefits

The City of Beavercreek participates in the Ohio Public Employees Retirement System (OPERS) and offers a full range of benefits, annual leave, and voluntary supplemental retirement benefits programs.

Application Process

Please apply online at <http://bit.ly/SGRCurrentSearches>

For more information on the position, contact:

Doug Thomas, Regional Director
Strategic Government Resources
DouglasThomas@governmentresource.com
863-860-9314

The City of Beavercreek is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check.

Resources

City of Beavercreek
<http://www.beavercreekohio.gov>

City of Beavercreek on Facebook
<https://www.facebook.com/beavercreekohiocityhall>

Beavercreek Chamber of Commerce
<http://www.beavercreekchamber.org>

Greene County Convention & Visitors Bureau
<http://www.greenecountyohio.org>

